

1. To: Puerto Rico North Carolina South Carolina Georgia Florida	2. Job Order Number: 563685	
4. From: Agriculture & Foreign Labor Program Manager Virginia Employment Commission 2211 Hydraulic Rd Charlottesville, VA 22901	3. Employer Name: Del Monte Fresh Production 5. OES Job Code, Title and Number of Positions Available 45-2092.02 200 positions Farm worker, Tomato	
6. Please note the following concerning the above job order: The attached H-2A job order has been accepted by U.S. DOL for Interstate Clearance		
7. By: (ES Agency Representative) Kendal Shaver	Title: Agriculture & Foreign Labor Program Manager	Telephone Number: 434-984-7640
8. Receiving State Office: ("X" one) <input type="checkbox"/> Accepted (If accepted, list local offices extended to) <input type="checkbox"/> Rejected (If rejected, provide reasons)		
Comments:		
9. By: ES Agency Representative	Telephone Number:	Date Signed:



**U.S. Department Labor
Employment and Training Administration**

OMB Control No. 1205-0134
Expiration Date: October 31, 2015

**Agricultural and Food Processing Clearance Order ETA Form 790
Orden de Empleo para Obreros/Trabajadores Agrícolas y Procesamiento de Alimentos**

(Print or type in each field block – To include additional information, go to block # 28 – Please follow Step-By-Step Instructions)
(Favor de usar letra de molde en la solicitud – Para incluir información adicional vea el punto # 28 – Favor de seguir las instrucciones paso-a-paso)ng

1. Employer's and/or Agent's Name and Address (Number, Street, City, State and Zip Code / Nombre y Dirección del Empleador/Patrón y/o Agente (Número, Calle, Ciudad, Estado y Código Postal):

Del Monte Fresh Production, Inc.
15141 Finney Mason Lane
Mappsville, Virginia 23407

Company Representative
George Garcia
Del Monte Fresh Produce Company
241 Sevilla Ave., Coral Gables, FL 33134

a) Federal Employer Identification Number (FEIN) / Número federal de Identificación del Empleador: 65-0873851

b) Telephone Number / Número de Teléfono: 305-520-8400

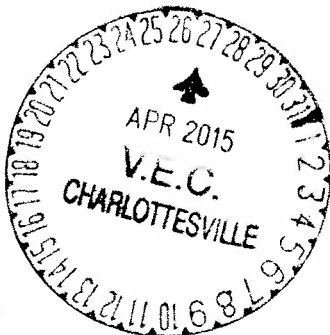
c) Fax Number / Número de Fax: 305-520-8159

d) E-mail Address / Dirección de Correo Electrónico:
ggarcia@freshdelmonte.com

2. Address and Directions to Work Site / Domicilio y Direcciones al lugar de trabajo:

Administrative Offices
15141 Finney Mason Lane
Mappsville, Virginia 23407

Please see attached Directions



3. Address and Directions to Housing / Domicilio y Direcciones al lugar de vivienda:

Dennis Drive Labor Camp

Gargatha Labor Camp

Please See Attached for Address and Direction

The employer will provide to those workers housing, which meets applicable state, local and federal housing standards, without charge, to those who come from beyond normal commuting distance from their residence and, are not reasonably able to return to their residence within the same day.

Family housing is no available and the provision of family housing is not a prevailing practice in the area of intended employment. Housing Rules Page 16-17

**Nos. 4 through 8 for STATE USE ONLY
Números 4 a 8 para USO ESTATAL**

4. SOC (O*NET/OES) Occupational Code / Código Industrial:

45-2092.02

a. SOC (ONET/OES) Occupational Title / Título Ocupacional

Farmworker, Jan 40

5. Job Order No. / Num. de Orden de Empleo:

563685

6. Address of Order Holding Office (include Telephone number) / Dirección de la Oficina donde se radica la oferta (incluya el número de teléfono):

25036 Lankford Hwy
Onley, VA 23418

(757) 302-2016

a. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (Incluya el número de teléfono de su línea directa).

Luis Echevarria
Elicabeth Ontiveros

(757) 302-2019

7. Clearance Order Issue Date / Fecha de Emisión de la Orden de Empleo:

4/28/15

8. Job Order Expiration Date / Fecha de Vencimiento o Expiración de la Orden de Empleo:

7/22/15

9. Anticipated Period of Employment / Periodo anticipado o previsto de Empleo:

From / Desde: 06/15/2015 To / Hasta: 08/28/2015

10. Number of Workers Requested / Número de Trabajadores Solicitados:
200

11. Anticipated Hours of Work per Week / Horas Anticipadas/Previstas de Trabajo por Semana. Total: 35

Sunday / Domingo 0 Thursday / Jueves 6
Monday / Lunes 6 Friday / Viernes 6
Tuesday / Martes 6 Saturday / Sábado 5
Wednesday / Miércoles 6

12. Anticipated range of hours for different seasonal activities: / Rango previsto de horas por alas diferentes actividades de la temporada:

13. Collect Calls Accepted from: / Aceptan Llamadas por Cobrar de:

Employer / Empleador: Yes / Si ☐ No ☒

14. Describe how the employer intends to provide either 3 meals a day to each worker or furnish free and convenient cooking and kitchen facilities for workers to prepare meals / Describa cómo el empleador tiene la intención de ofrecer, ya sea 3 comidas al día a cada trabajador, o proporcionar gratuitamente instalaciones para cocinar.

Workers Must Buy and Prepare Own Food

- (a) Employer will not provide three meals a day.
- (b) Employer will furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.
- (c) Employer will provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals.

Los Trabajadores Deben Comprar y Preparar Alimentos

- (a) Los empleadores no ofrecen tres comidas al día
- (b) Empresa Proporcionara de forma gratuita servida, utensillos de cocina y cocina comoda,
- (c) Patron propocionara el transporte para asegurar los trabajadores el acceso a las tiendas donde pueden comprar alimentos y/ o otros gastos imprevistos.

15. Referral Instructions and Hiring Information / Instrucciones sobre cómo Referir Candidatos/Solicitantes - (Explain how applicants are to be hired or referred, and the Employer's/Agent's available hour to interview workers / Explique cómo los candidatos serán contratados o referidos, y las horas disponibles del empleador/agente para entrevistar a los trabajadores). See instructions for more details / Vea las instrucciones para más detalles.

The applicants can contact any Virginia State Department of Labor office for disclosure of full contents of this Job Order. All referrals are to be directed to George Garcia and Mariano Gonzalez (305)-520-8407 and collect calls will not be accepted. Alternately applicants may report to the farm office or worksite listed on the ETA-790. Referrals will be received from 9:00a.m. to 12:00p.m. Monday thru Friday. In addition, if the person designated as the contact person on the Summary of Employment Conditions sheet attached to this order is not available, for an extended period of time, there will be someone available at the farm to effectuate referrals. Prior to referral, each worker should either read or have read to them a copy of the Job Order and confirm that they understand all terms and conditions of employment as noted in the Job Order. The applicant must be able to work in any of the listed job activities at the discretion of the employer. All applicants must confirm ability, availability, qualifications and willingness to perform work described and confirm intention to work the entire season.

El solicitante puede comunicarse con cualquier oficina del Departamento de trabajo del estado de Virginia para información sobre el contrato de trabajo ETA-790. Todas las referencias deben dirigirse a George García y Mariano Gonzalez 305-520-8407 (Llamadas de cobro no serán aceptadas). Alternativamente los solicitantes pueden reportar a la oficina de la granja o sitios de trabajado enumerados en la ETA-790. Las referencias se recibirán de 9:00 a 12:00 Lunes a viernes. Además, si la persona designada como contacto en la hoja resumen de las condiciones de empleo no está disponible, por un período de tiempo prolongado, habrá alguien disponible en la granja para efectuar la aplicaciones. Previa a la aplicación cada trabajador debe leer o ser leído una copia de la orden de trabajo y confirma que entienden todos los términos y condiciones de empleo como se señaló en la orden de trabajo. El solicitante debe ser capaz de trabajar en cualquiera de las actividades de trabajo enumerados a la discreción del empleador. Todos los solicitantes deben confirmar la capacidad, disponibilidad, cualificaciones y voluntad para realizar el trabajo y confirman la intención de trabajar toda la temporada.

16. Job description and requirements / Descripción y requisitos del trabajo:

Manually harvest tomatoes by hand. Job duties may include Removal of Plastic, tying and picking/harvesting. Workers are expected to assist in maintaining work areas and company property in a neat and clean condition this only applies to harvest workers in the field. Workers are expected to work at least the number of days and hours specified within this contract. Depending on weather, crop or other conditions, workers may be requested but not required to work up to seven days per week and/or on the Sabbath and up to 12 hours per day. Employer will furnish to workers without cost all the tools and equipment required in the performance of the duties assigned. Workers should report to work with their own suitable work clothing. Field temperature may range from 35 to 110+ degree (F) with possible wet morning conditions. ~~Workers referred against this order must have a minimum of 3 months commercial verifiable experience in performing the tasks described in this order.~~ All fields are owned and controlled by the employer and the employer is not an FLC. This Job Order is for field work only and only covers those workers harvesting, tying and removing plastics on the field.

Manualmente cosechan tomates a mano. Obligaciones de trabajo pueden incluir la eliminación de plástico, atar y cosecha/recolección. Los trabajadores esperan para ayudar en el mantenimiento de las áreas de trabajo y empresa de propiedad en un estado limpio y ordenado, esto sólo se aplica para cosechar los trabajadores en el campo. Los trabajadores deben trabajar por lo menos el número de días y horas especificadas en este contrato. Dependiendo del clima, cultivo u otras condiciones, los trabajadores pueden ser solicitados pero no obligados a trabajar siete días a la semana o el día de reposo y hasta 12 horas diarias. Empleador proporcionará a los trabajadores sin costo todas las herramientas y equipos requeridos en el desempeño de las tareas asignadas. Trabajadores deben presentarse a trabajar con su propia ropa de trabajo adecuada. Temperatura de campo puede variar de 35 a 110 + grados (F) con condiciones posible mañana húmeda. Los trabajadores se refirió contra esta orden deben tener un mínimo de 3 meses comercial experiencia comprobable en la realización de las tareas descritas en este orden. Todos los campos son propiedad y están controlados por el empleador y el empleador no es una FLC. Esta orden de trabajo para trabajo de campo sólo y sólo cubre aquellos trabajadores cosecha, atar y quitar los plásticos en el campo.

1. Is previous work experience preferred? / Se prefiere previa experiencia? Yes / Si ☐ No ☒ If yes, number of months preferred: / Si es así, numero de meses de experiencia: ___0___

2. Check all requirements that apply:

- ☐ Certification/License Requirements / Certificación/Licencia Requisitos
☐ Driver Requirements / Requisitos del conductor
☐ Employer Will Train / Empleador entrenará o adiestrará
☒ Extensive Sitting / Estar sentado largos ratos
☒ Exposure to Extreme Temp. / Expuesto a Temperaturas Extremas
☒ Lifting requirement / Levantar o Cargar 70 lbs./libras
☒ Repetitive Movements / Movimientos repetitivos

- ☐ Criminal Background Check / Verificación de antecedentes penales
☒ Drug Screen / Detección de Drogas
☒ Extensive Pushing and Pulling / Empujar y Jalar Extensamente
☒ Extensive Walking / Caminar por largos ratos
☒ Frequent Stooping / Inclínándose o agachándose con frecuencia
☐ OT/Holiday is not mandatory / Horas Extras (sobre tiempo) / Días Feriados no obligatorio

17. Wage Rates, Special Pay Information and Deductions / Tarifa de Pago, Información Sobre Pagos Especiales y Deducciones (Rebajas)

Crop Activities	Hourly Wage	Piece Rate / Unit(s)	Special Pay (bonus, etc.)	Deductions*	Yes/Sí	No	Pay Period / Período de Pago
Cultivos	Salario por Hora	Pago por Pieza / Unidad(es)	Pagos Especiales (Bono, etc.)	Deducciones			/ /
Tomato Round	\$ 10.32	0.65/BU	N/A	Social Security / Seguro Social	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Weekly / Semanal
Tomato Roma	\$10.32	0.75/BU		Federal Tax / Impuestos Federales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tomato Grape	\$ 10.32	4.00/BU		State Tax / Impuestos Estatales	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bi-weekly/ Quincenal
Tomato Cherry	\$10.32	2.50/BU		Meals / Comidas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tying	\$10.32	0.60 100/Feet		Other (specify) / Otro (especifica)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Monthly/Mensual
Pulling Plastic	\$10.32	0.0100/ Per Foot					<input type="checkbox"/>
							Other/Otro
							<input type="checkbox"/>

18. More Details About the Pay / Mas Detalles Sobre el Pago:

An hourly rate of no less than the Federal or State Minimum Wage, the current AEWR, or the employer's hourly rate, whichever is highest, is guaranteed to the worker for the period of employment.

19. Transportation Arrangements / Arreglos de Transportación

Employer agrees to reimburse inbound transportation and subsistence expenses (\$11.86 per day minimum to a maximum of \$46.00 per day) to each worker, or any person, government agency or private organization which, on the behalf of the worker has paid or advanced such transportation and subsistence expenses, from the place which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment, after the worker has completed 50% of the stipulated period of employment from initial date of need or from the day after actual arrival of worker if later than the stated date of report.

El patron acuerda reembolsar los costos de entrada del transporte y de subsistencia (\$11.86 por minimo del dia a un maximo de \$46.00 por dia) a cada trabajador, o cualquier persona agencia estatal u organization privada que, a nombre del trabajador haya pagado o ha avanzado a tales costos del transporte y de subsistencia, del lugar que el trabajador ha venido trabajar para el patron. Si en los E.E.U.U. o al exterior el lugar del empleo, despues de que el trabajador haya terminado el 50% de period() estipulado de la fecha de la inicial de la forma de empleo de la necesidad o a partir del dia despues de la llegada real del trabajador si mas adelante que la fecha indicada del informe.

20. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, and/or pay workers for this (these) crop activity (ies)? / ¿Es la práctica habitual usar Contratistas de Trabajo Agrícola para reclutar, supervisar, transportar, dar vivienda, y/o pagarle a los trabajadores para este(os) tipo(s) de cosecha(s)? Yes / Si ☒ No ☐

If you have checked yes, what is the FLC wage for each activity? / Si contesto "Si," cuál es el salario que le paga al Contratista de Trabajo Agrícola por cada actividad?

21. Are workers covered for Unemployment Insurance? / ¿Se le proporcionan Seguro de Desempleo a los trabajadores? Yes/Si ☒ No ☐

22. Are workers covered by workers' compensation? / ¿Se le provee seguro de compensación/indemnización al trabajador: Yes/Si ☒ No ☐

23. Are tools, supplies, and equipment provided at no charge to the workers? / ¿Se les proveen herramientas y equipos sin costo alguno a los trabajadores?

Yes/Si ☒ No ☐

24. List any arrangements which have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. (If there are no such arrangements, enter "None".) / Enumere todos los acuerdos o convenios hechos con los propietarios del establecimiento o sus agentes para el pago de una comisión u otros beneficios por ventas hechas a los trabajadores. (Si no hay ningún acuerdo o convenio, indique "Ninguno".) None- Ninguno

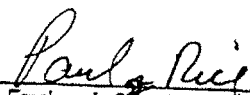
25. List any strike, work stoppage, slowdown, or interruption of operation by the employees at the place where the workers will be employed. (If there are no such incidents, enter "None".) / Enumere toda huelga, paro o interrupción de operaciones de trabajo por parte de los empleados en el lugar de empleo. (Si no hay incidentes de este tipo, indique "Ninguno".) None- Ninguno

26. Is this job order to be placed in connection with a future Application for Temporary Employment Certification for H-2A workers? / ¿Esta orden de empleo ha sido puesta en conexión con una futura solicitud de certificación de empleo temporal para trabajadores H-2A?

Yes/Sí ☒ No ☐

27. Employer's Certification: This job order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. / Certificación del Empleador: Esta orden de trabajo describe los términos y condiciones del empleo que se le ofrece, y contiene todos los términos y condiciones materiales ofrecidos.

Paul Rice, Sr. Vice President, NA Operations, Del Monte Fresh Production, Inc.
Employer's Printed Name & Title / Nombre y Título en Letra de Molde/Imprenta del Empleador



Employer's Signature / Firma y Título del Empleador

3/23/15

Date / Fecha

READ CAREFULLY, In view of the statutorily established basic function of the Employment Service as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Employment and Training Administration (ETA) nor the State agencies are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the American Job Center constitute a contractual job offer to which the American Job Center, ETA or a State agency is in any way a party.

LEA CON CUIDADO, En vista de la función básica del Servicio de Empleo establecida por ley, como una entidad de intercambio laboral sin comisiones, es decir, como un foro para reunir a los empleadores y los solicitantes de empleo, ni ETA ni las agencias del estado pueden garantizar la exactitud o veracidad de la información contenida en las órdenes de trabajo sometidas por los empleadores. Ni ninguna orden de trabajo aceptado o contratado en el Centro de Carreras (American Job Center) constituyen una oferta de trabajo contractuales a las que el American Job Center, ETA o un organismo estatal es de ninguna manera una de las partes.

PUBLIC BURDEN STATEMENT

The public reporting burden for responding to ETA Form 790, which is required to obtain or retain benefits (44 USC 3501), is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and reviewing the collection. The public need not respond to this collection of information unless it displays a currently valid OMB Control Number. This is public information and there is no expectation of confidentiality. Send comments regarding this burden estimate or any other aspect of this collection, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Room C-4510, 200 Constitution Avenue, NW, Washington, DC 20210.

DECLARACION DE CARGA PÚBLICA

La carga de información pública para responder a la Forma ETA 790, que se requiere para obtener o retener beneficios (44 USC 3501), se estima en aproximadamente 60 minutos por respuesta, incluyendo el tiempo para revisar las instrucciones, buscar fuentes de datos existentes, recopilar y revisar la colección. El público no tiene por qué responder a esta recopilación de información a menos que muestre un número de control OMB válido. Esta información es pública y no hay ninguna expectativa de confidencialidad. Envíe sus comentarios acerca de esta carga o cualquier otro aspecto de esta colección, incluyendo sugerencias para reducir esta carga, al U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Room C-4510, 200 Constitution Avenue, NW, Washington, DC 20210.

28. Use this section to provide additional supporting information (including section Box number). Include attachments, if necessary. / Utilice esta sección para proporcionar información adicional de apoyo; incluya el número de la sección e incluya archivos adjuntos, si es necesario.

See enclosed ETA-790 Addendum

20 CFR 653.501
Assurances

INTRASTATE AND INTERSTATE CLEARANCE ORDER

The employer agrees to provide to workers referred through the clearance system the number of hours of work per week cited in Item 10 of the clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 working days prior to the original date of need by so notifying the Order-Holding Office (OHO). If the employer fails to notify the OHO at least 10 working days prior to the original date of need, the employer shall pay eligible workers referred through the intrastate/interstate clearance system the specified hourly rate or pay, or in the absence of a specified hourly rate or pay, the higher of the Federal or State minimum wage rate for the first week starting with the original anticipated date of need. The employer may require workers to perform alternative work if the guarantee is invoked and if such alternative work is stated on the job order.

The employer agrees that no extension of employment beyond the period of employment shown on the job order will relieve the employer from paying the wages already earned, or specified in the job order as a term of employment, providing transportation or paying transportation expenses to the worker's home.

The employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws.

The employer agrees to expeditiously notify the OHO or State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over recruitment, or other factors have changed the terms and conditions of employment.

The employer, if acting as a farm labor contractor, has a valid farm labor contractor registration certificate.

The employer assures the availability of no cost or public housing which meets applicable Federal and State standards and which is sufficient to house the specified number of workers requested through the clearance system.

The employer also assures that outreach workers shall have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107.

Employer's Name Paul Rice / Del Monte Fresh Production, Inc. Date: 03/23/2015

Employer's Signature

Paul Rice

gt

Besides the material terms and conditions of the employment, the employer must agree to these assurances if the job order is to be placed as part of the Agricultural Recruitment System. This assurance statement must be signed by the employer, and it must accompany the ETA Form 790.

**Department of Labor
Form ETA 790 Attachment
Terms and Conditions/Clarifications and Assurances/
Additional Information**

A: CLARIFICATION OF ITEMS ON FORM ETA 790

Item 3: Housing

- a. Housing and utilities are provided at no cost to H-2A workers and those workers in corresponding employment who are unable to return to their place of residence the same day.
- b. Housing beds, bedding, and mattresses will be furnished at no cost to the workers.
- c. Housing will be clean and meet the applicable Federal and State housing standards.
- d. Workers will be responsible for maintaining housing and surrounding areas in a neat, clean manner.

Item 14: Board Arrangements Housing

Employer will ☐ will not ☒ provide three meals per day and will deduct \$ 0.00 per day.

Employer will ☒ will not ☐ furnish free dishes, cooking utensils and convenient kitchen and cooking facilities.

Employer will ☒ will not ☐ provide transportation to assure workers access to stores where they can purchase groceries and/or other incidentals, and/or medical necessities.

Item 16: Job Specifications

- a. Workers must be able to demonstrate that they are physically able to perform the work as described.
- b. The employer will provide 0 days of training and/or allow 0 days of work for worker to reach production standards if applicable.
- c. Production Standards (if applicable): None
 - 1) Refuses, without cause, to perform work for which the worker was recruited and hired;
 - 2) Commits serious acts of misconduct;
 - 3) Fails, after completing any training or break-in period, to reach production standards (if applicable); or
 - 4) Abandons Job ("Job Abandonment") – is absent for five consecutive previously scheduled days without prior notification to employer.
 - 5) Consuming Alcohol or illegal drugs within company property or within the designated housing.

Item 17: Wage Rates, Special Pay Information and Deductions

The employer will offer, advertise in its recruitment, and pay a wage that is the highest of the AEWR, the prevailing hourly wage, the agreed upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedure is approved for an occupation or specific class of agricultural employment. Employer assures that if a change in the AEWR requires an increase such increase will be paid as of the effective date of the increase. Also if the AEWR is decreased this will become the wage effective on the date of the decrease.

- a. In the State of Virginia, the only deductions that can be taken from worker pay are:
 - 1. Those required by law, such as Social Security, income tax, and garnishment of wages; and
 - 2. Those that benefit workers and are authorized in writing, such as life insurance, or a savings account.

Any other deductions are illegal.

- b. The employer guarantees to offer employment for a minimum of $\frac{3}{4}$ ("three-fourths guarantee") of the hours in the workdays during the period of the contract, and all extensions thereof. This guarantee begins with the first workday after the worker's arrival at the place of employment and ends on the date specified on the job order or extensions thereof. In fire, weather, or Act of God terminations (as determined by the Certifying Officer) the $\frac{3}{4}$ guarantee period ends on the date of termination. The employer must make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such a transfer is not affected, the employer must (1) return the worker, at the employer's expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the worker's next certified H-2A employer, whichever the worker prefers; (2) reimburse the worker the full amount of any deductions made from the worker's pay by the employer for transportation and subsistence expenses to the place of employment; and (3) pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employer's place of employment. Daily subsistence must be computed as set forth in paragraph (h) of 655.122. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved provide the guarantees in Item 19 (a) below.
- c. Workers are expected to work at least the number of days and hours specified. Depending on weather, crop or other conditions, workers may be requested but not required to work up to seven days per week and/or on the Sabbath and up to 12 hours per day. Workers who are terminated for cause or who voluntarily abandon their job are not entitled to this guarantee if employer provides timely notification to the NPC and DHS.
- d. **On or before each payday the employer will provide to each worker in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate; (3) the hours of employment offered to the worker (showing offers in accordance with the $\frac{3}{4}$ guarantee as determined in paragraph (i) of the regulations at 20 CFR sec. 655.122(k), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) beginning and ending dates of the pay period; and (7) the employer's name, address, and FEIN (8) If piece rates are used, the units produced daily.**
- e. Workers with school age children who have migrated with such children and who depart in time to return home for the beginning of the school year shall be paid, in addition to the basic wages, any bonus or other incentive payments or other expenses to which they would be entitled had they stayed the entire job order period.
- f. The employer will provide workers referred through the interstate clearance system 35 hours of work for the week beginning with the anticipated date of need, unless employer has amended the date of need by notifying the SWA no later than 10 business days before the date of need. If the employer fails to notify the Virginia Department of Labor, then the employer shall pay an eligible worker referred through the clearance system \$361.20 (number of hours of work x AEWR/prevaling wage/minimum wage) for the first week starting with the originally anticipated date of need. If worker referred fails to notify the Virginia Department of Labor of continued interest in the job at least 5 days before date of need, worker will be disqualified from this assurance. Employer will ☐ will not ☒ require worker to perform alternative work if the guarantee cited in this section is invoked.
Alternative work: None
- g. Employer will maintain adequate payroll records. Workers will be paid weekly on Friday for work through the previous Friday.

Item 19: Transportation

Employer agrees to reimburse inbound transportation and subsistence expenses (\$11.86 per day minimum to a maximum of \$46.00 per day) to each worker, or any person, government agency, or private organization which, on behalf of the worker, has paid or advanced such transportation and subsistence expenses, from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment, after the worker has completed 50% of the stipulated period of

employment, from initial date of need or from the day after actual arrival of worker if later than the stated date to report.

- a. Employer will provide or pay the cost of return transportation and subsistence to each worker who completes the employment period, or who is terminated for medical reasons, or as the result of fire, weather, or an Act of God (as determined by the Certifying Officer), from place of employment to place of recruitment, except if the worker prefers not to return to his place of recruitment and has subsequent employment with an employer – see Item 17 (c) above. Employer will not be responsible for providing return cost of transportation and subsistence from place of employment to place of recruitment if the worker voluntarily abandons the job or is terminated for cause and employer provides timely notification to the NPC and DHS.
- b. The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved. All transportation provided by the employer will be by common carrier or other transportation facilities which conform to the applicable regulations of the Interstate Commerce Commission or the United States Department of Labor. The amount of daily subsistence will be in accordance with current rates published in the *Federal Register* (for workers with and without receipts).
- c. If requested by the worker, employer will assist in making transportation arrangements.
- d. Employer will provide transportation, at no cost to the worker, from the employer provided housing to the actual work site and return at the end of the day.

Item 22: Workers' Compensation

The employer assures that Policy # 570054298700 issued by Aon Risk Services Northeast Inc. provides the required insurance for injuries arising out of and in the course of employment.

Employer's proof of insurance coverage will be provided to the Chicago Processing Center before certification is granted.

Item 23: Tools and Equipment

The employer will furnish without cost all tools, supplies, or equipment required in the performance of work.

B: OTHER CLARIFICATIONS AND ASSURANCES

1. The employer agrees to abide by the regulations at 20 CFR 653.501 and 20 CFR 655.135.
2. The employer will expeditiously notify the State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment.
3. Outreach workers shall have reasonable access to the worker in the conduct of outreach activities pursuant to 20 CFR 653.501(xvi).
4. Where appropriate, the employer is certified in the use and application of pesticides per Federal Environmental Protection Agency and State Department of Environmental Conservation requirements. The employer assures that workers hired under this order who will be handling pesticides will be provided appropriate training.
5. The employer will provide to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences, a copy of the work contract between the employer and the workers in a language understood by the worker.
6. The employer assures that if acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on the order, he/she has a valid federal FLC certificate or FLCE identification card.
7. The applicant assures that he/she complies with Virginia registration requirements. Farm labor contractors anticipating employment contracting with growers or processors in Virginia State, growers or processors in Virginia State who use the services of a farm labor contractor, and growers or processors in Virginia State who, without using the services of a farm labor contractor, are responsible for bringing into the state five or more out-of-state migrant farm or food processing workers, **not including H-2A workers**, are required to

who, without using the services of a farm labor contractor, are responsible for bringing into the state five or more out-of-state migrant farm or food processing workers, **not including H-2A workers**, are required to register with the Virginia State Department of Labor and pay a registration fee in addition to any other fees that may be applicable. This statement applies only to H-2A employers who also employ five or more out-of-state migrant workers.

Employer Signature Paul J. Rice

3-2013

ADDENDUM TO FORM ETA-790
AGRICULTURAL AND FOOD PROCESSING CLEARANCE ORDER

Employer assurance compliance with assurances at 20 CFR 652.501, 20 CFR 655.122 and assurances contained in 20 CFR 655.135. The working conditions will comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration and other employment related laws. The employer is an Equal Employment Opportunity employer and will offer U.S. workers at least the same opportunities, wages, benefits and working conditions as those which the employers offers or intends to offer to non-immigrant workers.

This Clearance Order describes the actual terms and conditions of the employment being offered by Del Monte Fresh Production and contains all the materials terms and conditions of employment for the job opportunities offered through this Clearance Order.

Item 2 Location and Directions to Worksite

Del Monte Fresh Production (DMFP) is a fixed-site grower which owns and controls its worksites and all agricultural commodities produced and packed at such sites. DMFP is not a Farm Labor Contractor as defined under The Migrant and Seasonal Agricultural Workers Protection Act (MSPA) or the H-2A regulations and is thus not held to the registration requirement or surety bond requirements.

Worksites will be listed below.

Eastville Farm

4300 Old Town Neck
Cape Charles, VA 23510

Outten Farm

6407 Wilsonia Neck Rd,
Machipungo, VA

Outten Farm East

12300 Machipungo Ln
Machipungo, VA

Drewer Farm

13348 Indian Trail Rd
Painter, VA 23420

Virginia Farm

22246 Stone House Rd
Onley, VA 23418

Bull Farm

24085 Curtis Neck Rd
Accomac, VA 23301

Wessells Farm
Matthews Road
Bloxom, VA, 23308

Item 3 Location and Description of Employer-Provided Housing

DMFP will offer housing, bedding (mattresses, blankets, sheets, pillows, and pillow cases). Storage for personal belongings, and utilities at no cost to workers recruited from beyond normal commuting distance that are unable to return to their place of residence on a daily basis.

Employer provided housing is located:

Housing 1- Dennis Labor Camp

18154; 18156; Homestead Road & 26275; 26277; 26285; 26287; 26291; 26293; 26299; 26301; 26305; 26307; 26315; 26317; 26325; 26327; 26324; 26326; 26278; 26280; 26296; 26298;
Greenbriar Circle Parksley, Va. 23421

Housing 2- Gargatha Labor Camp

17530; 17532; 17534; Lankford Highway
Parksley, VA 23421

Employer-provided housing will be clean and in compliance with applicable housing standards when made available for occupancy and will be maintained in compliance with applicable standard during the period of occupancy. Workers occupying employer provided housing will be responsible for maintaining their living areas in a neat, clean manner and in compliance with the employer's Housing Rules, a copy of which will be provided upon assignment to housing. Specifically workers must maintain housing in the same conditions as provided by the employer at the time of initial occupancy.

Housing is offered to Workers Only. No housing will be provided to non-workers.

No tenancy in employer-provided housing is created by the offer of employer-provided housing. The employer retains possession and control of the housing premises at all times. Workers housed under the terms of this clearance order shall vacate the housing promptly upon termination of employment.

Reasonable repair costs of damage other than that caused by normal wear and tear will be deducted from the earning of workers found to have been responsible for willful, dishonest, or gross negligent action resulting to damage to housing or furnishing.

Item 11- Anticipated Work Hours

Depending on weather, crop or other conditions, workers may be requested but not required to work up to seven days per week and/or on the Sabbath and up to 12 hours per day. Workers will be given an unpaid 30 minute lunch break.

Starting times will vary, and will be between 7:00am to 1:00pm. Work end times may also vary according to start time, weather and lighting conditions. Lunch and rest breaks will be

staggered accordingly. Workers will be assigned a specific work schedule at the sole discretion of the employer. Work schedule assignments may be changed at the sole discretion of the employer.

The work described in this Clearance Order is regular, full time work requiring all workers to be available for work on a daily basis. This is not "day work". Tardiness and/or unexcused absences will not be tolerated, and will result in disciplinary action as set forth in the employer's employment policies.

Item 16- Job Specifications

Manually harvest tomatoes. Job duties may include Plastic Removal, tying and picking/harvesting. Harvest tomatoes and cucumber by hand. Workers are expected to assist in maintaining work areas and company property in a neat and clean condition this only applies to harvest workers in the field. Workers are expected to work at least the number of days and hours specified. Depending on weather, crop or other conditions, workers may be requested but not required to work up to seven days per week and/or on the Sabbath and up to 12 hours per day. Employer will furnish to workers without cost all the tools and equipment required in the performance of the duties assigned. Workers should report to work with their own suitable work clothing. Field temperature may range from 20 to 110+ degree (F) with possible wet morning conditions. All fields are owned/leased and controlled by the employer and the employer is not an FLC. This Job Order is for field work only and only covers those workers harvesting, tying and removing plastics on the field.

Requirements Cannot be color blind due to the need to distinguish color of crops, able to use shears and other agricultural tools, no smoking, illegal drugs, alcohol, or weapons of any sort in the dormitories or work field.

The work may entail exposure to plant pollens, insects and noxious plants, and to fields and plant materials which have been treated with insect and/or disease control sprays. The employer will comply with all worker protection standards and re-entry restriction applicable to pesticides and other chemicals used in the fields. Workers are also required to comply with all applicable worker protection standards and re-entry times.

Workers must stand, sit, crouch, bend, reach, lift and carry items weighing 20-70 pounds in the course of performing required activities. Workers must listen to, understand and follow instructions of company supervisors and managers.

All safety rules and instructions must be meticulously observed throughout the work day. All DMFP rules and policies must be followed, to the extent that they do not conflict with the provisions of this Clearance Order and/or the U.S. Department of Labor's H-2A regulations. A copy of the applicable rules and policies will be provided to each worker on or before the first day of work. Failure to comply with Company policies and/or meet expectations will result in application of specified disciplinary procedures, up to and including termination.

Employees must not report for work, enter the work site or perform services while under the influences of or having used alcohol or any illegal controlled substances. Employee must not report for work, or perform services, while under the influences of, or impaired by, prescription drugs, medications or other substances that may in any way adversely affect their alertness, coordination, reaction response or safety. The employer may require the worker to submit to a drug test at the employer's expense upon occurrence of a reportable accident or upon reasonable suspicion.

Item 17- Wage Rates, Special Pay Information and Deductions.

- a. Deductions: The following deductions will be made from the worker's pay: FICA (if applicable); federal income tax withholding (if applicable); state and/or local tax withholding (if applicable); recovery of any loss to the company due to damages or loss of equipment; housing or furnishing (beyond normal wear and tear) caused by the worker as resulting of willful, dishonest, or grossly negligent action (if any); and deductions expressly authorized by the worker in writing (if any). No deductions except those required or permitted by law will be made which bring the worker's earning for any pay period below the applicable statutory federal or state minimum wage. Wage advances, if any, will be deducted each pay period.

OTHER CLARIFICATIONS AND ASSURANCES

- a. TERMINATIONS: The employer may terminate the worker with notification to the Employment Services if the worker, (a) refuses without justified cause to perform work for which the worker was recruited and hired; (b) commits serious acts of misconduct or fails to follow company rules set forth in the Employee Handbook; or (c) Workers who fail to properly perform the job duties after a 5 day period of on-the-job training may be terminated for cause or (d) consumes alcohol or illegal drugs on company property or within designated housing. (e) Malingers or otherwise refuses to work in accordance with directions or is otherwise obviously unqualified to perform the job; (f) falsifies identification, personal, medical or other work related records; (g) commits acts insubordination; (h) employer is made aware of a criminal conviction record or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.

In general with respect to Item (a) above, "serious act(s) of misconduct" includes but is not limited to: theft from the employer or other workers; fraud of falsifying work related records, intoxication during the work day; use of illegal drugs; disobeying a lawful and reasonable instruction given by the employer or supervisor; abusing or threatening other employees, supervisors or employer; spitting, demeaning or use of profanity towards other workers, employers or supervisors; bullying or harassment (including verbal, physical, sexual) other employees, supervisor or employer; willful or malicious damage to employer's or other workers property.

Five unexcused absences by the worker will be considered a job-related reason for worker termination. Workers must work at a sustained, vigorous pace and make bona fide efforts to work efficiently and consistently that are reasonable under the climatic, horticultural, and other working conditions, considering also the amount, quality, and efficiency of work accomplished by similarly situated workers who are experienced in this activity. Each worker must clean their work area each day and dispose of trash and discarded items in provided receptacles. The employer will report workers who a) voluntarily abandon employment before the end of the contract period, or b) workers who are terminated for cause, to the Chicago National Processing Center, and H-2A workers to the Department of Homeland Security, in writing or other approved methods, no later than two (2) days after the abandonment or termination occurs. Abandonment will be deemed to begin after a worker fails to report for work at the regularly scheduled time for five (5) consecutive working days without the consent of the employer. The employer will not be responsible for providing or paying for reported workers a) subsequent transportation and subsistence expenses, and b) the worker will not be entitled to the $\frac{3}{4}$ guarantee.

Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for workers that leave without providing notice. It is imperative that workers provide a complete and accurate address to the employer no later than the first day of employment. The employer has a no complete, no rehire policy. Termination for lawful job related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with the employer. Workers who abandon their employment without notice during the period covered by this work agreement will be disqualified from future employment opportunity with the employer. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employee without exception, are required to notify appropriate supervisory staff prior to voluntary terminating their employment to be considered and eligible for exemption to the no complete, no rehire policy.

- b. In the event of termination for medical reasons occurring after arrival on the job as a result of employment or in the event of termination resulting from an Act of God, the employer will provide or pay reasonable costs of return transportation and subsistence to the place of recruitment and reimburse worker for reasonable costs of transportation and subsistence incurred by the worker to get to the place of employment. Pursuant to regulations at 20 CFR 655.122(o), if, before the expiration date specified in the work contract, the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer

may terminate the work contract. Whether such an event constitutes a contract impossibility will be determined by the Certifying Officer. In the event of such termination of a contract, the employer will fulfill a three-fourth guarantee for the time that has elapsed from the start of the work contract to the time of its termination.

INJURIES:

The employer will provide Workers Compensation Insurance or equivalent employers provided insurance, at no cost to the worker, covering injury and disease arising out of, and in the course of, the worker's employment. Employer's proof of insurance coverage will be provided to the Department of Labor before certification is granted.

Del Monte Fresh Produce

English

Virginia Employment Commission

Summary of Employment Conditions Specified on Job Order

1. **Order Number:** VA 563685

2. **Name of Employer:** Del Monte Fresh Produce Inc

3. **Location of Employer and Directions:** 15141 Finney Mason Lane Mappsville VA 23407. The work is performed at multiple locations throughout the Eastern Shore of Virginia. An attached Itinerary lists all the locations.

4. **Period of Employment:** 06/15/15 through 08/28/2015

5. **Work Schedule:**

Minimum Hours Per Day 6

Days Per Week 5

6. **Pay: Hourly:** \$10.32

7. **Work Tasks to be Performed:** Manually plant, cultivate and harvest tomatoes. Use hand tools such as shovels, pruning shears and knives. Job duties may include field clean up, removal of trash and debris, laying of plastic mulch, transplanting, weeding, staking, pruning, tying, picking/harvesting, hauling and packing. Harvest tomatoes by hand. Plant and maintain plants in the nursery operations. Clear and maintain drainage and irrigation. May be assigned to support in construction of farm buildings, fences, roadways and other structures. Perform quality inspections. Conduct sanitation activities at the field and in the packinghouse. Participate in activities that ensure food safety. Workers are expected to work at least the number of days and hours specified. Depending on weather, crop or other conditions, workers may be requested, but not required, to work up to seven days per week and/or on the Sabbath and up to 12hrs per day.

Espanol

Comision de Empleo de Virginia

Resumen de las Condiciones de Empleo Que Son especificadas en la orden de Trabajo

1. **Numero de la Orden:** VA 563685

2. **Nombre del Empleador:** Del Monte Fresh Produce Inc

3. **Lugar Y Direccion Del Empleador:** 15141 Finney Mason Lane Mappsville VA 23407. El trabajo se realizara en varias localidades a lo largo de la costa Este de Virginia. Vea la lista de localidades e itinerario adjunto.

4. **El periodo de empleo es:** 06/15/15 hasta 08/28/2015

5. **Horario De Trabajo:**

Minimo de 6 horas por dia

5 dias por semana

6. **Pago:** Sueldo Por Hora: \$10.32

7. **Tareas a desempenar:** Manualmente plantar, cultivar y cosechar tomates. Utilice herramientas de mano tales como palas, tijeras de podar y cuchillos. Responsabilidades de trabajo pueden incluir la limpieza de terreno, eliminacion de basura y escombros, por el que se de acolchado plastico, el trasplante, la escarda, el replanteo, la poda, la vinculacion, la cosecha/recoleccion, transporte y embalaje. Tomates de cosecha a mano. Forestar y mantener las plantas en las tareas de vivero. Clear y mantener el drenaje y el riego. Puede ser asignado para apoyar en la construccion de edificios agricolas, cercas, caminos y otras estructuras. Realizar inspecciones de calidad. Llevar a cabo actividades que saneamiento en el campo y en la planta de empaque. Participe en actividades de garanticen la seguridad alimentaria. Se espera que los trabajadores a trabajar por lo menos el numero de dias y horas especificadas.

Del Monte Fresh Produce

English

Employer will furnish to workers, without cost all the tools and equipment required in the performance of the duties assigned. Workers should report to work with their own suitable work clothing. Field temperature may range from 20 to 110+ degrees (F) with possible wet morning conditions.

8. Transportation Provided:

From Labor Camp to Work Site and Return

9. Housing Can Accommodate:

Persons: 200

Family: N/A

10. **Meals:** Not provided- workers may do their own cooking- kitchen facilities are provided at housing.

11. Deductions:

Type:

Social Security-Yes

Income/State Tax-Yes

Transportation- No

Tools & Equip-No

12. Notes to Workers:

A copy of the full job order is available for inspection in this office:

VEC Workforce Center

Chesapeake Square Shopping Center

25036 Lankford Highway, Unit 16

Onley VA 23418

Espanol

Dependiendo del clima, los cultivos o otras condiciones, los trabajadores pueden ser solicitados, pero no se requiere, para trabajar hasta siete días a la semana y/o en el día de reposo y hasta 12hr por día. Empleador proporcionara a los trabajadores, sin costo todas las herramientas y equipos necesarios en el ejercicio de las funciones asignadas. Los trabajadores deben presentarse a trabajar con su propia ropa de trabajo adecuada. En el campo la temperatura puede variar desde 20 hasta 110+ grados (F) con posibles condiciones de la mañana húmeda.

8. **Transportacion Proveida:** Desde la vivienda del campo hasta el sitio de trabajo y de regreso

9. Vivienda Desponible Para:

Personas: 200

Familias: N/A

10. **Comidas:** No se proveeran. Los trabajadores podran cocinar su propia comida en la cocina equipada proveida en la vivienda.

11. Deducciones:

Tipo:

Seguro Social-Si

Impuestos de Ingresos/Estatales-Si

Transportacion-No

Herramientas y Maquinaria-No

12. Notas a los Trabajadores:

Una copia de la orden completa esta disponible para su inspección en esta oficina:

VEC Centro de Fuerza Laboral

Plaza del Centro Comercial Chesapeake

25036 Autopista Lankford, Unidad #16

Onley VA 23418

Virginia Employment Commission
25036 Lankford Highway
P.O. Box 9
Onley, VA 23418
Phone: 757-302-2029 Fax: 757-302-2025

List of Supportive Services-Lista de Servicios Sostenibles

Social Services - Servicios Sociales

Accomack	787-1530
Eastville	678-5153
Food Stamps/Estampillas De Comida/Koupon Pou Manje'	Emergency Relief Assistance/Asistencia en casos
Child Abuse/Ninos Maltratados/Timoun Ki Bezwen Ed	de emergencia economica
Battered Wife/Esposas Maltratadas/Madam AK Traca	
Welfare/Asistencia Publica/Asistans Piblk	

Mental Health -Salud Mental

Nassawadox	442-7783
Onancock	787-7555

Legal Aid-Ayuda Legal

Belle Haven	442-3014
Intake Office	1-888-868-1072

Substance Abuse -Abuso De Substancia

Eastern Shore Community Services Board.....	442-7707
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Department of Health- Departamento De Sanidad

Accomack.....	787-5880/824-5616
Northampton	442-6228

Veteran Affairs- Asuntos De Veteranos

Accomack-Claims Service	787-5862
Veterans Administration, Roanoke	1-800-827-1000

Homeless Services- Servicios Para Los Que No Tiene Hogar

Shelter-Lighthouse Ministries.....	787-2535
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Telamon

Headquarters (Richmond).....	804-335-4676
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Riverside Shore Memorial Hospital

Nassawadox	414-8000
Toll Free Number.....	1-800-834-7035

Police- Policia

Accomack County	787-1131/824-5666
Northampton County	678-0458
State Police.....	757-787-5813 or 1-800-582-8350

Division of Motor Vehicles- Division De Vehiculos De Motor

Onancock	Toll Free 1-866-368-5463
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Food Bank- Banco De Comida

Tasley	787-2557
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Department of Rehabilitative Services- Departamento De Rehabilitacion

Belle Haven	787-5992
Toll Free Number.....	1-800-552-5019

Senior Citizens Program- Programa Para La Gente De Edad

Belle Haven	442-9652
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Eastern Shore Vocational Center- Centro Vacacional

Exmore 442-3933

Social Security Administration- Administracion De La Seguridad Social

Toll Free Number 1-866-964-1019

Eastern Shore Community College- Colegio De La Comunidad

Melfa 789-1789 / or Toll Free: 1-877-871-8455

Parks and Recreation- Parques Y Recreo

Accomack 787-3900

Northampton 678-0468

U. S. Dept. of Labor Wage & Hour- Departamento Del Trabajo De Los EE.UU.

Norfolk – Division De Salarios Y Horas 1-757-455-0891

Toll Free Number 1-866-487-9243

VPI Extension Service- Servicio De Extension

Accomack 787-1361

Northampton 414-0731

School Board- Administracion De Escuelas

Accomack 787-5754

Northampton 678-5151

Head Start- Escuelitas para Migrantes

Parksley 665-4976

Cheriton 331-4897

Salvation Army-Ejercito De Salvation

Northampton County 757-442-4606

Accomack County 757-787-1311

Poison Center- Centro De Envenenamiento 414-8700

Toll Free Number 1-800-552-6337

Migrant Ministry- Ministerio De Migrantes

Jim Albright, Onley 787-7862

Department of Homeland Security-Immigracion 1-800-375-5283

St. Peter's Catholic Church- Iglesia Catolica De San Pedro

Onley 787-4592

Domestic Violence-Violencia Domestica

Onancock 787-1329

VA Dept. of Health-WIC- Departamento De Sanidad-WIC

Accomack 787-5886

Northampton 442-6228

United Methodist Church-Iglesia De Los Methodistas Unidos-Carmen Colona, Pastora 787-3332

ALL EMERGENCIAS- Todas Las Emergencias 911

The Virginia Employment Commission is an Equal Opportunity Employer/Program.
Auxiliary Aids and Services Are Available Upon Request to Individuals With Disabilities.
La Comision de Empleo de Virginia es un Empleador/Programa de Oportunidad Igual.
Ayudas y Servicios estan disponible para personas con discapacidades nadamas de preguntar en la oficina.
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